

Northern Cheyenne Cooperative Schools

P O Box 150 Busby, Montana 59016

February 5, 2012

Martin James
Chemistry Teacher
Northern Cheyenne Cooperative Schools
Post Office Box 150
Busby, Montana 59016

RE: Conduct on February 5, 2012

Dear Martin,

On February 5, 2012, at approximately 4:15 p.m., Ms. Realbird, school janitor, was performing her duties as after school custodian when she entered your classroom, Room 104, and found you with a Northern Cheyenne Cooperative Schools student watching what she perceived as pornography on the school's computer. Needing further information, I requested our technology specialist to return to school this afternoon to investigate your Internet and computer files, and logs. I am informing you of the evidence of pornographic materials on your school computer being present at the time of Ms. Realbird's report. Attached you will find documentation regarding access to pornographic sites on your login via school computer.

As you are aware, it is standard school policy that students be protected at all times. I want to emphasize that the number one reason we are here is to provide a safe and effective learning environment. Please see page 4 of your Certified Staff Handbook:

The Professional Educator in Montana: *Makes the well-being of students the foundation of all decisions and actions. Protects students when their learning or well-being is threatened by the unsafe, incompetent, unethical, or illegal practice of any person.*

Due to the fact that your behavior threatens student safety and is an egregious violation of School Board Policy, you are hereby instantaneously suspended from your position as a Chemistry teacher, and, your presence will no longer be welcome on the Northern Cheyenne Cooperative Schools grounds pending School Board decision. Due to your behavior being contrary to the welfare of NCCS student(s), and, until the School Board determination regarding above conduct, you will be granted administrative leave with pay (20-4-207(4) Montana School Laws). As well, all information known of this incident has been reported to the BIA police this evening.

Martin, I will be recommending to the School Board your termination for good cause (See 20-4-207(2) Montana School Laws). NCCS Trustees will be notifying you of date and time of pending School Board meeting where your conduct will be examined by the Board, who has authority to institute corrective measures. Attached you will find a copy of the Notice of Recommendation to Terminate sent to: Donna Bixby, School Board Chairman; Raymond Fox, School Board Secretary; George Headswift, Elementary School Board Member; Morgan Two Moons, Elementary School Board Member; Misty Russette, Junior High/High School Board Member; Sheldon Littlebird, Junior High/High School Board Member; Steve Ewing, Junior High/

High School Principal; Coul Hill, Junior High/High School Assistant Principal; and Human Resources.

Should you have any questions, please contact me at my office during school hours.

Sincerely,

Pamela Henderson, M.Ed.
Superintendent

cc: Donna Bixby, School Board Chairman
Raymond Fox, School Board Secretary
George Headswift, Elementary School Board Member
Morgan Two Moons, Elementary School Board Member
Misty Russette, Junior High/High School Board Member
Sheldon Littlebird, Junior High/High School Board Member
Steve Ewing, Junior High/High School Principal
Coul Hill, Junior High/High School Assistant Principal
Human Resources

Attachments